

AMENDED IN ASSEMBLY JUNE 10, 2013

Senate Concurrent Resolution

No. 30

Introduced by Senator Jackson

(Principal coauthor: Assembly Member Lowenthal)

**(Coauthors: Senators Corbett, Evans, Galgiani, Hancock, Liu,
Monning, Pavley, and Wolk)**

*(Coauthors: Assembly Members Alejo, Ammiano, Chesbro, Frazier,
Hall, and Ting)*

April 1, 2013

Senate Concurrent Resolution No. 30—Relative to Equal Pay Day.

LEGISLATIVE COUNSEL'S DIGEST

SCR 30, as amended, Jackson. Equal Pay Day.

This measure would declare April 9, 2013, as Equal Pay Day.

Fiscal committee: no.

- 1 WHEREAS, Fifty years after the passage of the Equal Pay Act,
- 2 women, especially women of color, continue to suffer the
- 3 consequences of unequal pay; and
- 4 WHEREAS, According to the United States Census Bureau,
- 5 full-time women working year round in 2011 earned on average
- 6 77 percent of the earnings of their male counterparts, with African
- 7 American women earning only 68 percent and Latino women
- 8 earning only 59 percent of wages paid to men, indicating little
- 9 change or progress in pay equity; and
- 10 WHEREAS, While several measures of educational achievement
- 11 show that on average women are faring as well as their male
- 12 counterparts today, often these gains do not translate into
- 13 comparable economic success beyond college; and

1 WHEREAS, A study in 2012 by the American Association of
2 University Women found that one year after college graduation,
3 women were paid on average only 82 percent of what their male
4 counterparts made; and

5 WHEREAS, In 2009 the Lilly Ledbetter Fair Pay Act was signed
6 into law, which gives back to employees their day in court to
7 challenge a pay gap, but Congress has yet to pass the Paycheck
8 Fairness Act, which would amend the Equal Pay Act by closing
9 loopholes and improving the law's effectiveness; and

10 WHEREAS, According to one estimate, college-educated
11 women working full time earn more than ~~a-half~~ *one-half* million
12 dollars less than their male peers do over the course of a lifetime;
13 and

14 WHEREAS, Recent budget cuts to California's community
15 colleges have made it harder for women to obtain a degree or enroll
16 in courses resulting in a dramatic decrease of women's enrollment
17 in community colleges since 2007; and

18 WHEREAS, Nearly ~~four~~ 4 in 10 mothers are primary
19 breadwinners in their households, and nearly two-thirds are
20 significant earners, making pay equity critical to families'
21 economic security; and

22 WHEREAS, A lifetime of lower pay means women have less
23 income to save for retirement and less income counted in a Social
24 Security or pension benefit formula; and

25 WHEREAS, The American Association of University Women
26 in a 2011 report found that according to the United States Census
27 Bureau, women marketing and sales managers earned \$59,491 in
28 2009, compared with \$89,933 for their male peers; women
29 physicians and surgeons earned \$120,971, compared with \$190,726
30 for their male peers; and women securities, commodities, and
31 financial services sales agents earned \$52,524, compared to
32 \$85,760 for their male peers; and

33 WHEREAS, Fair pay equity policies can be implemented simply
34 and without undue costs or hardship in both the public and private
35 sectors; and

36 WHEREAS, Tuesday, April 9, 2013, symbolizes the time when
37 the wages paid to American women catch up to the wages paid to
38 men from the previous year; now, therefore, be it

1 *Resolved by the Senate of the State of California, the Assembly*
2 *thereof concurring,* That the Legislature declares April 9, 2013,
3 as Equal Pay Day; and be it further

4 *Resolved,* That the citizens of California are urged to recognize
5 the full value of women's skills and significant contributions to
6 the labor force, and that businesses are encouraged to conduct an
7 internal pay evaluation to ensure women are being paid fairly; and
8 be it further

9 *Resolved,* That the Secretary of the Senate transmit copies of
10 this resolution to the author for appropriate distribution.